

Market Adjustments
Frequently Asked Questions
(July 2017)

Q: What is a market adjustment?

A: Market adjustments refer to salary increases employees may receive in July. The intention of the market adjustment in 2017 is to target the positions across Tennessee with a high turnover rate.

Q: Who will benefit from the market adjustments?

A: Employees in the Executive Branch will be the recipients of market salary adjustments. The Executive branch includes 23 Cabinet level agencies, and certain boards and Commissions. For example, Children's Services, Correction, DIDD, Human Services, etc. A complete list of these agencies can be found on www.tn.gov/hr.

Q: Will all employees in the Executive Branch see a salary increase from the market adjustment?

A: No. The market increase this year was designed to impact particular job classifications in each agency with a turnover of over 14%.

Q: May employees receive both the pay for performance salary increase and a market increase?

A: If eligible, it is possible to receive both increases.

Q: What is the average increase for an employee with the market adjustment?

A: The average increase is 4%.

Q: When are the market adjustments effective?

A: They are effective on July 1, 2017, and employees will see the amount reflected on their July 31st paychecks.

Q: How will an employee know if he/she is eligible?

A: DOHR will release information to agency HROs who will notify employees. Employees can also check Edison in July for the amount.

Q: When will the updated P4P guidelines and FAQs be released?

A: Both guidelines and FAQs will be released in the fall after the market adjustments occur.

Q: Does probationary status affect market adjustments?

A: No. Probation has no effect on eligibility.